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McCORD, JAMES W., JR

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OF H? 50 5 05 01A Mr. James W. McCord, Jr.

Dont June

Rockville, Maryland 20850

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

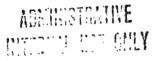
It takes the conscientious efforts of many people to do the important work of this agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I express to you my approciation and extend my best wishes for the years ahead.

Sinceroly.

kichard Helma Director

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31 August 1970

MEMORANDUM FOR THE RECORD

SUBJECT : Retifement - James W. McCord, Jr.

1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is purplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.

2. Any inquiry receive aration of Subject from the $\mathbf{A}_{i}$		erning the nature of the s should be confirmed sim	•
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#### ADMINISTRATIVE - INTERNAL USE ONLY

1 September 1970

MEMORANDUM FOR: Mr. James W. McCord, Jr.

THROUGH

1 Deputy Director for Support

THROUGH

: Director of Security

SUBJECT

: Certificate of Distinction

- 1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.
- 2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.
- 3. Invitations to the ceremony will be extended by the Secretariat, Honor and Merit Awards Board, Office of Personnel, extension 3645. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/Sgd/ Robert M. Eaynor

ROBERT M. GAYNOR
Recorder
Honor and Merit Awards Board

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MEMORANITAN FOR THE PECOND - ATTACH. TO OFFICIAL PERSONNEL FOLDER	
I hereby acknowledge the receipt of the following forms and/or information concerning separation from CLR as indicated by check mark:	::3 <b>/</b>
1. Stand: N Form 8 (Notice to Federal Employee about Unemployment Compensation	1).
2. Standard Form 55 (Notice of Conversion Privilege, Federal Employees' Group Life Insurance).	
3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employe Group Life Insurance Act of 1954).	rs'
4. Standard Form 2802 (Application for Refund of Retirement Deductions).	
5. Form 2505 (Authorization for Disposition of Paychecks).	
6. Applicable to return the (resignee from overseas assignment).  I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being.  Appointment arranged with Office of Medical Services.  Appointment for Office of Medical Services examination declined.	
7. I have been informed of "conflict of interests" policy of the Agency and foresee no problem in this regard concerning my new employment.	:
8. Form 71 (Application for Leave).	
9. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty).	
10. Instructions for returning to duty from Extended Leave or Active Military Service.	
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1 - Alig 1970

MEMORANDUM FOR : Mr. James W. McCord, Jr.

THROUGH

: Head of SS Career Service

SUBJECT

: Notification of Approval of Involuntary Retirement

- 1. This is to inform you that the Director of Central Intelligence has approved the recommendation of your Career Service that you be involuntarily retired under the CIA Retirement and Disability System.
- 2. Your retirement will become effective 31 August 1970. Your annuity will commence as of 1 September 1970 and is payable on 1 October 1970. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative details necessary to process your retirement.
- 3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last leave your if that amount is more than 30 days.

/c/. lace. S. Matties

Robert S. Wattlee Director of Personnel

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MEMORANDUM FOR: Chief, Official Cover Branch, Central Cover Staff, DD/P

THROUGH

: Chief, Administration and Training Staff, OS

SUBJECT

: Summary of Agency Employment - James W.

McCord, Jr. .

REFERENCE

: Memorandum to Chief, Administrative Staff/ OS from C/OCB/CCS, dated 14 July 1970,

Subject, James W. McCord, Jr.

Attached hereto is a summary of Agency Employment for

Mr. James W. McCord, Jr., who is retiring 31 August 1970.

Deputy Director of Security (PTOS)

Att.



#### SUMMARY OF AGENCY EMPLOYMENT

JAMES W. MCCORD, JR.

Service with the Central Intelligence Agency began on 22
August 1951 and continued through-31 August 1970. During his career there was a variety of assignments involving investigations, research and report writing, technical and physical security programs and a two year tour overseas.

As an investigator during the first two years of employment, there was wide involvement in a variety of support activities requiring immatrizative and ingenuity.

During the seven years engaged in research and report writing, there was much independence of action and success depended on initiative, imagination and resourcefulness in pioneering new areas of interest. Beginning in May 1957, managerial responsibilities began with appointment to a Deputy Chief position of a research staff of some six professional and clerical personnel.

When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

From August 1964 to June 1965 he attended the Air War College as representative of the Agency.

Since 1965 two vital line positions were held involving the Agency's programs in the technical and physical security fields.

In heading up the technical security division, from 1965 to 1963, he had primary supervisory responsibility for some 40 professional and clerical personnel, preparing the budget and programs for the Agency's technical security program, and managing the obligating of authorized funding to assure that approved programs and goals were met. He was instrumental in guiding the development of new approaches, in establishing new training concepts and in bringing the Agency to a position of recognized leadership in this field.

SECRET

### SLUME

Since October 1968, as Chief of a division responsible for the Agency's physical security program he had primary responsibility for the supervision of some 70 professional and clerical personnel, together with the programming, budgeting and implementing of the total physical security program of the Agency. As a result of his technological experience, he developed and implemented physical security programs which produced for the Agency a physical security posture of pre-eminent quality within the US Government.

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Of Hance W. McCord, Jr.

Rockville, Maryland 20850

Cear Jime

As you bring to a close more than twenty-five years of service to your country, I-want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,

Richard Helme Director

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MEMORANDUM FOR: Director of Central Intelligence

SUBJECT

t Recommendation for involuntary Retirement -Mr. James W. McCord, Jr.

REFERENCE

- Hamorandum for Mr. James W. McCord, Jr. from Director of Security dated 30 June 1970, same subject
- i. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 4.
- 2. Mr. James W. McCord, Jr., CS-15, Physical Security Officer, Cifice of Security, Support Services, has been recommended for involuntary retirement under the provisions of Headquarters Regulation 20-50m. The purpose of this proposed retirement, to which Mr. McCord is agreeable, is to assist the Office of Security to reduce its personnel surplus. If such retirement is approved, Mr. McCord requests an effective date of 31 August 1970.
- 3. Mr. McCord has been designated a participant in the CIA Retirement and Disability System and will meet the technical requirements for inveluatary retirement under the System prior to the effective date requested. He is 46 years old and will complete 25 years of Federal service on 21 August 1970. This service includes over 19 years with the Agency of which 5 years were in qualifying service. The CIA Retirement Board has recommended that his involuntary retirement be approved.
- 4. R is recommended that you approve the involuntary retirement of Mr. James W. McCord, Jr. under the provisions of Headquarters Regulation 20-50m.

Robert 5. Wattles
Director of Personnel

Ist Barnet & Trackens

The recommendation contained in paragraph 4 is approved:

. , JsJ. Richard Helms

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S AUG 1970

Director of Central Intelligence

Date

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MC CORD. James A. A.

10 March 1969

MEMORANDUM FOR: Mr. John W. Coffey

I want to express my appreciation to you personally.

and through you to Howard Osborn and the other of your ase
sociates who contributed so effectively to the visit of the
President on Friday. The arrangements were flawless; the
security first-class without being intrusive. I am well
aware of the amount of work and planning which went into
the successful outcome. I particularly want to commend the
good sense and judgment which prevailed throughout. It is
easy to push people around. It is difficult to take proper
precautions and at the same time make everyone feel as though
it were his or her party. Thank you very much. Well dense

Richard Helms Director

on: Asting Executive Director

SECHEL

Janes Mc Cord

10 March 1969

MEMORANDUM FOR:

DD/PTOS

SUBJECT

Security Support During
President Nixon's Visit

1. I have received numerous and highly complimentary comments from the Director, the Executive Director and the Acting Deputy Director for Support for the role this Office played during the visit of President Nizon to the Agency on 7 March 1969. In addition, Mr. Don Gautreau, the Secret Service Agent responsible for protective measures during the visit, told me that he had never met a more highly professional group of personnel than our Security officers. He was impressed with the comprehensive coverage inherent in our protective measures.

2. Our performance on Friday was smooth, efficient and effective and once more is a tribute to our ability to rise to any occasion. This is possible only because of the quality of the effort put forth by each Security Officer who participated. I am very proud of all of you and I would like to particularly commend Jim McCord, and for the work they did in planning our role in the ceremonies. Equally impressive was the performance of and his people in the provision of audio coverage of the event.

3. I would like to have copies of this memorandum placed in the official Personnel File of every individual who participated in making this event such a great success.

Höward J. Oppor Director of Sugari

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## TREASURY DEPARTMENT UNITÉD EVATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

Soptember 5, 1968

Mr. Neward J. Osborn Director of Security Central Intelligence Agency Washington, D. C.

Dear Mr. Osborn:

success of our mission.

English Paragraph

This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Plosida.

I would particularly like to commend James W. McCord and the following members of his Division:

Their dedication and outstanding degree of technical competence contributed immensurably to the

Sincerely,

Thomas J. Willey Assistant Director

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### CONFIDENTIAL



NATIONAL COMMUNICATIONS SYSTEM

OFFICE OF THE MANAGER WASHINGTON, D.G. 20305

IN REPLY REFER TO: NCS-EO

2 1 NOV 1957

Mr. Howard Osborn
Director of Security
Central Intelligence Agency
Washington, D. C. 20505

Dear Mr. Osborn:

On 8 November 1967; Messre, James McCord, and of your agency provided a most interesting and informative briefing on the subject, "Audio Threat by the Communist Block". Included in this presentation was the display of the latest electronic techniques and technical developments in the area of sudio threat.

This presentation was most enlightening and proved to be of keen interest to the Agency NCS Representatives, staff members of the Office of the Manager, NCS and selected key personnel of the Defense Communications Agency.

We very much appreciate the availability of the above mentioned personnel and I should like to commend them on their excellent manner of presentation and thorough knowledge of the subject matter.

Copy to: Mr. Georgia I. R. OBENCHAIN, JR.
Brigadier General, USA
Assistant Deputy Manager,
National Communications System

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NATIONAL SECURITY AGENCY Office of The Director Fort George G. Meide, Maryland, 20755

12 August 1967

DOS 67-416

Honorable Richard M. Helms Director of Central Intelligence Washington, D. C. 20505

#### Dear Dick:

I want to thank you for the technical security demonstration recently presented to me by Howie Osbern and members of his staff. We are very conscious of the subject and welcome opportunities to be kept up-to-date on the state-of-the-art.

Faithfully yours,

301

MARSHALL S. CARTER Lieutenant General, U. S. Army Director

8 Marub 1966

MEMORANDUM FOR: Mr. James W. McCord, Jr.

THROUGH

Head of BS Career Service

SUBJECT

Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System

- 1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the system, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the system may be designated participants as soon as possible.
- 2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your fact that you do not have sufficient time prior to completing 15 years of service with the Agency in which you could complete a minimum of 60 months of qualifying service as required by regulation. Ny determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.
- 3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
- 4. It is always possible that the records upon which the determination—made in your-case may have been incomplete or inaccurate regarding your actual above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 65-1319 Head-quarters (extension 6001). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally the date of this memorandum.

Emmett D. Echols Director : Personnel

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20 July 1965

MEMORANDUM FOR: Chief, A&TS

SUBJECT

(McCORD, James W., Jr.)
(Educational Matter)

Attached is a letter from George Washington University showing the completion of the requirements for the degree of Master of Science in International Affairs. I understand this would be of interest to the Training and Personnel Branches for their files.

> James W. McCord, Jr. Chief, Technical Division

Attachment:
As Stated Above

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July 7; 1965

Mr. James W. McCord, Air War College Maxwell AFB, Als.

Dear Mr. McCord,

I am happy to inform you that you have passed satisfactorily the Comprehensive Fxamination for candidates seeking the degree of Master of Science in International Affairs.

Congratulations!

Very truly yours,

Amus G. Beau.

In Grover L. Angel

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cc: CGS File Registrar # 183595

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23 Sertember 1954

Hilitary Permit for Germany - James Walter McCord, Jr.

1. It is requested that a Hillitary Permit for Germany be affixed to the Special Passport issued to the above subject.

- 2. Travel for the above subject is sponsored by the CENTRAL INTELLIGENCE AGENCY. Housing accommodations are avaliable.
- 3. It is further requested that any reference to the CENTRAL INTELLIGENCE AGENCY be excluded from the permit issued.

Date of issue: 15 September 1954
Place of issue: Washington, D.C.
Valid Until: 14 September 1956
Occupation: Government Employee
Destination: Frenkfurt
Duration in Germany: 2yrs.
Date of entry: 30 September 1954

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Director of Personnel Department of Justice-F.B.I. Washington, D. C.

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W.F.L.

DA :

PRETICEDIA EMILORED IN: Department of Justice-P.B.Y.

ARABIS OR DIVISION

LOCA'TION

Washington, D. C.

DATH: C? BUYONRY!

: October 1948 to February 1951

Be forwarded to:

Mr. R. B. J. Hopkins Chief, ferronnel Civinien Control Intelligence Agency 2430 E Streat, R. W. Unehington 25, D. C.

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## COUEIDEUTIAL

(22 fuciat 1751

I, lames Wilter VeCord, Ir., hereby certify that the information appearing on my Personal Mistory Statement dated13 May 1951 is still execurate and correct, except as follows: No corrections

However an addition may be mide to the education section insemuch as one summer semester in evening Law School, Lincoln University, Okland, Calif., was completed since the distance of the applies tion. This semester began 4 June 1951 and ended 10 June 1951.

2. In the certificate regarding Reserve Status filed with the original

2. In the certificate regarding Reserve Statis filed with the original epplication it was reflected that I was in the Volunteer Air Reserve, USAF. On August 14 a letter Reserve Order from Familian APE, Calif., was sent to me advising that I was being transferred from the Volunteer Air Reserve to

the Organized Reserve with a motilization essignment with the 19th District (I. Travis AFB, California. ( ) litery
Status Questions irre)

Mameia, Galiformia July 20, 1951

Er. Joseph B. Hagan Chief, Forsoniel Procurement Centual Intellianne Agency 21:30 F Street, N. W. Mashington, D. C.

Doar Ir. Ragan:

Moderance is made to your letter dated Juno h. 1951.

At the present time I am in the position of finding it necessary in the very near future to make several decisions of considerable financial importance to mo. Should your organization be in a position to indicate whother favorable consideration has been given my application, or to indicate by what date you may be in a position to rake a decision in that regard, such information would be of very great help to me at this time. As you have been advised earlier, I am interested in the CIA as a career, an willing to accept an assignment either oversons or in this country at your discretion, and at the starting salary you believe commonsurate with my past emperionce.

any assistance you can furnish concerning the above request will be indeed appreciated.

. Whiter McGard Jr James salter leCord, Jr.

#### REQUEST FOR SECURITY CLEARA

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Form No. 37-10h	

4 June 1951

Mr. James W. McCord. Jr.

Alameda, California

Dear Mr. McCords

This is to acknowledge receipt of your application for employment with the Central Intelligence Agency.

Your application is being given consideration for current employment possibilities. This process is somewhat time consuming; however, we shall advise you as soon as a definite decision has been reached.

Any requests for further information should be addressed to the undersigned.

Very truly yours,

JOSEPH B. RAGAN Chief, Personnel Procurement

Pool

Mr. James Walter McCord, Jr.

Alamia, California

Down Mr. McCords

Thenk you for your recent application for employment in our organization.

Enclosed you will find the forms which we require all prospective applicants to fill out in order that we may become more thoroughly acquainted with their background and experience. If you will be good enough to fill them out and return them with three passport size photographs of yourself, we will be in a better position to review your qualifications and will then advise you further. You may retain the fourth copy of the Personal History Statement for your own records.

We sincerely appreciate your interest in our organization and look forward to hearing from you in the near future.

Very truly yours,

JOSEPH B. RAGAN Chief, Personnel Procurement

Enclosures (9)

#### RESTRICTED

#### SECRECY AGREEMENT

- 2. I agree that I do not now, nor shall I ever possess any right, interest, title or claim in or to any of the information or intelligence or the methods of collecting or handling of it which has come or shall come to my attention by virtue of my connection with the Control Intelligence Agency, but shall always recognize the property right of the United States of America in and to such matters.
- 3. I do solemnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorized in writing in each case by the Director of Central Intelligence.
- 4. I understand that no change in my assignment or employment will relieve me of my obligation under this oath and that the provisions of this cath will remain binding upon me even after the termination of my services with the United States.
- 5. I understand that my employment by the Central Intelligence Agency is conditioned upon my understanding of and strict compliance with "Security Regulations CIA", and the appendices thereto.
- 6. I take this obligation freely, without any mental reservation or purpose of evasion.

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TORN BC 38-99

alameda, California April 13, 19,1

Director Control Intelligence Agency Washington, D. C.

Doar Sir:

I am intorested in securing an interview with your local Agent-In-Charge regarding the position of Special Agent with your organization. By prior investigative experience includes four years with the Federal Bureau of Investigation, two years as a Special Agent and two years as a dadio Technician, I hold a commission in the U.S. Air Force Reserve, and have held an assignment as Intelligence Officer in a Asserve Unit. By last annual two-week tour of duty in the Air Force Reserve was an Invelligence Officer Research Course at Lowry Air Force Base, Colorado in March, 1950. By ago is twenty-seven, and I am married, no children.

Should it appear that an interview may be arranged, I shall be glad to talk with your representative at his convenience.

Vory truly yours

James Wathe MS Garl, Ja.
James Walter McCord, Jr.

Handle With Care

# WATERGATE FILE REVIEW FLAG

SUBJECT:	McCORD. James			
FILE NO:	58124	DATE FLAGGE	D: <u>24 April</u>	1.1974

above date was reviewed for possible significance to "Watergate" or other related matters. This review was conducted by Office of Security personnel. Additionally, this file was in the custody of the Office of the Inspector General from 26 February 1974 until released to the Office of Security on 15 April 1974.

No action is required through date cited above for further "Watergate" related file review reporting.

File Cross Reference - 625000

Officer Reviewing File

DO NOT REMOVE OR DESTROY THIS FLAG WITHOUT THE CONCURRENCE OF THE DEPUTY DIRECTOR OF SECURITY.

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Hr. James W. McCord, Jr.

Rockville, Maryland 20850

Dear Mr. McCord:

It is the practice of the Organization to follow up with former employees six months after their retirement. We hope by such inquiry to obtain information on what our retirees are doing and where they are located, invite suggestions for improving the retirement program and to learn if the Organization might be of some assistance on any post-retirement matters.

We should like very much to hear from you on the above points and on any other topics you think would be useful to us.

For your convenience in replying, we have enclosed a sheet somewhat akin to a form on which we have listed those standard items of information we'd like to have on every retiree. The remainder of the sheet, including the reverse side, is for your comments and suggestions. We shall be most appreciative of your fullest response to this inquiry.

Thank you very much for your cooperation.

Sincerely yours.

Personnel Officer

Enclosures: Questionnaire Return Envelope

Distribution:

Original - Addressee

1 - OPF

1 - RAD Subject's File

OP/RAD/FFAB/ :mlp (23 April 1971)



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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE DRIVER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT DE 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 GCTDERR 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 23 DECEMBER 1969

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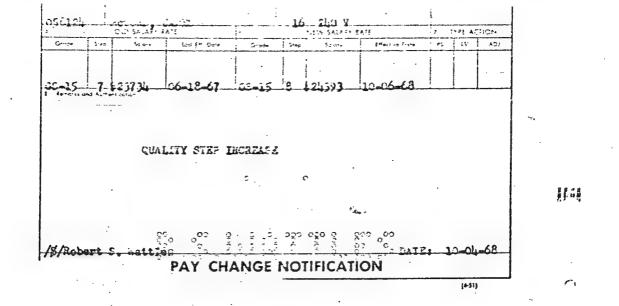
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"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-205 AND EXECUTIVE ORDER 11413 PURSUANT TO ALTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DOL DIRECTIVE DATED 8 DOTDER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 14 JULY 1968

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EFFECTIVE DATE OF PAY ADJUSTMENTS 8 CCTOSER

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\*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504
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EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430		4,680	
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS-10	7.900	8,170	8,440	8,710	8,980	9,250	9,520	9,790	10,060	10,330
GS-11	2.650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12.075	12,495	12,915	13,335	13,755	14,175	14,595	15.015	15,435	15,855
GS-14	14.170	14,660	15,150	15,640	16,130	16,620	.7.110	17,600	18,090	18,580
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IN ACCOPDANCE WITH THE PROVISIONS OF PURCIC GAM 87#793 AND DOI MEMORANIUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FULLOWS. EFFECTIVE, 5 JANUARY 1964.

NAME SERIAL ORGN FUNDS 3R-ST SALARY SALARY
MCCORD JAMES W JP 058124 44 400 CF GS 15 4 \$16:005 \$17:210

1. Serial No	2. Name .		Cost Center	Number	4.	TMON	Hours '	
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IN ACCORDANCE WITH THE PRO ISIONS OF PUBLIC LA BY - 79% AND DOLLMERORANCH DATED I AUGUST 1086 . SALARY IS ADJUSTED AS FOLLOWS. EFFECTIVE 14 OCTOBER 1942

Na. 4 E	SERIAL	ORGN	FUNDS	GR_ST	SALARY	32_ST	SALARY
		54460	CF	15 3	\$14380	15 3	\$15525

GS 15 2 \$14.059 12/25/60 AS 15 3 \$14.389 G5/24/61

B Permits and Authorischem

/ NO EXCESS LWOP / EXCESS LWOP

/ IN PAY STATUS AT ERO OF WAITING PERIOD

CLARKS & VITUALS & S. WOTTER BY

PAY CHANGE NOTIFICATION

Form 560 Describe Princent Edition

[4.51]

SECRET

1. EMP. SERIA	L NO.	2.		NAME			3. A2556	BED GREAM.	4FUNDS	8. 44	LOTHE	
15812/	•	MCCORD	JAME	ES W	JR.		୍ ଦର	5/5EC	V-2	•		
6.	01	LD SALARY R	/.TE			7.	,	EW SALARY	RATE			
GRACE	STEP	SALARY	LAST	EFFECTIVE	E DATE			i	EFI	FECTIVE D	VE DATE	
DRAUS	3127	BALANT	eo.	DA.	VR.	GRADE	STEP	SALARY	HO	DA.	78	
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		TO BE	COMP	LETED	BY T	HE OFFICE	OF CO	MPTROLLER				
8. CHECK ONE		O EXCESS LWOP FOLLOWING:	<u> </u>	CESS LWOP		P. NUMBER O	f Hours Lib					
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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-563 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FULLOWS EFFECTIVE 10 JULY 1960.

SD NAME SERIAL ORGH GR-ST OLD SALARY. NEW SALARY
SS MCCORD JAMES W JR 158124 31 12 GS-15 1 \$12,770 \$13,730

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET

1. ANY, SERIAL NO. 2. NAME  1. ASSISTED CREATION  1. ANEW SALARY RATE  1. ANEW SALARY RATE  2. ALLOTHER  3. ALLOTHER  4. FUNDS S. ALLOTHER  2. ALLOTHER  2. ALLOTHER  3. ALLOTHER  4. FUNDS S. ALLOTHER  4. FUNDS S. ALLOTHER  4. FUNDS STEP SALARY  4. FUNDS STEP SALARY  4. FUNDS STEP SALARY  4. AUGUST CREATION  4. FUNDS STEP SALARY  5. ALLOTHER  6. CREADE STEP SALARY  7. NEW SALARY  7. ALLOTHER  6. CREADE STEP SALARY  7. NEW SALARY  7. ALLOTHER  7. NEW SALARY  7. NEW SALARY  7. NEW SALARY  7. NEW SA	HURYNG TICULL	8 338 B	ဂုတ္တိုဂ ေ	TEP INCREA	SE - AUTHE		N	9		
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159124   MCCORD JAMES W JR   DDS/SEC   V-20					*	Δ.		,	VIII.	
A STICK MCCORD JAMES W JR  DDS/SEC / V-20  G. OLD SALARY RATE  CRADE STEP SALARY DAY  DOS/SEC / V-20  7. NEW SALARY RATE  FOR DAY  SOLD SALARY RATE  FOR DAY   GRADE STEP	AAA AAA	PECTIVE DAT	E	13. REMARKS						
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TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER  3. ASSIGNED CREAK A. FUNDS S. ALLOTMEN  DDS/SEC / V-20  DDS/SEC / V-20  7. NEW SALARY RATE  FFECTIVE DATE  GRADE  STEP  SALARY  BO  CA  18.  TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER  B. CHECK ONE  FO EXCESS LEOP  SALARY  BO  CA  19.  B. CHECK ONE  FO EXCESS LEOP  P. NUMBER OF HOURS LEOP  P. NUMBER OF HOURS LEOP	IN PAT STATUS AT EN	D OF WAITING PERIOD			10. INITIALS	OF CLERE	1			
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GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE

12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME SERIAL GRADE-STEP OLD SALARY NEW SALARY
MCCORD JAMES W JR 158124 GS-14-2 \$10.535 \$11.595

GORDON M. STEWART

/S/ DIRECTOR OF PERSONNEL

SECRET

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PARAJARD FORM SO IS PARTY
PRIMITION OF COMMISSION

### SENTRAL INTELLIGENCE AGENO

ER. JAMES W. HOCORD, JB. 153124		2 DATE OF I	BIRTS	1. AGUERAL OR ACTIO	
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U.S. CIPIL SERVICE COMMISSION

CHAPTER IN FRANCE COMMISSION

CENTRAL INTELLIGENCE AGENT

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5. NATURE OF ACTION COST STONESSES STATEMENT AFFECTING Y	your employm	<u> </u>			125 Jan 1956
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STANDARD FORM 50 (8 PART)
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PROMILGATIONS
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# CENTRAL INTELLIGENCE AGENCY

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Fr. James n. EcCorn, Jr.				21. Noy 1055
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STANDARD FORM 50

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U.S. CERT SERVICE COMMISSION

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#### CENTRAL INTELLIGENCE AG. ...Y

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#### "ENTRAL INTELLIGENCE ACL.

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### JENTRAL INTELLIGENCE AG. HC

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Mr. Jeens V. McCord, Jr.						26 Dec 53
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SECRET - SECURITY INFORMATION

Inspection & Security Office Page 6 of 7 pa

Or salary; (a) Change in Title (b) Change of Position No. (c) Reassignment within Division without series Code change

1/O App. 1/11/53

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# INSPECTION & SECURITY OFFICE

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24 APR 1970

MEMORANDUM FOR: Director of Security

SUBJECT

: McCORD, James W., Jr. Emp. Ser. No. 58124 Fitness Report

- 1. This is an annual fitness report covering the period 1 April 1969 through 31 March 1970. Mr. McCord completed his first full year as Chief. Physical Security Division. During 1969 the Division underwent many changes, a direct result of the personal efforts of this employee. He has shown the initiative to seek out new ways and means to harden the security of our domestic and overseas facilities by tapping all possible technological sources both in and out of Government. His efforts have produced tangible results and in my judgment, our posture in the physical security field is far superior to any of our contemporaries.
- 2. With the spiraling costs of manpower, Mr. McCord has concentrated on the potential for use of technical devices to replace the human asset. He has made remarkable inroads into this field by way of imagination, ingenuity and drive.
- 3. Mr. McCord has the quality to inspire his subordinates. He is demanding, but understanding. On more than one occasion he was asked to take under his wing employees who were labeled "problems." Through personal interest and effort, he has salvaged the majority of these individuals to a point where they are performing in a highly satisfactory manner.
- 4. In the previous fitness report, I alluded to the fact that employee has a tendency to find it difficult to see another person's point of view. This, I feel, is attributable to an innate stubbornness which obviously is difficult to overcome. Mr. McCord is a very

principled individual who once convinced he has hit upon the proper course of action will usually yield only by direction. We've discussed this, and I've noted a determined effort on his part to broaden his tolerance for other opinions.

5. Overall, the employee has made a substantial contribution to the Office of Security by his dedication to his job, his tenacious attitude toward upgrading our physical security standards, a curious and inventive mind ever searching for better ways to solve a problem in his area of responsibility, and a cost consciousness in the administration of his division. I rate him an overall "Strong."

Deputy	Director	of	Security	(PTOS)
			•	

Noted by Employee:

Reviewed By:

Howard J. Osborn

Director of Security

2 9 APR 1970

Date

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3 th APR 1069

MEMORANDUM FOR: Director of Security

SUBJECT

Headquarters.

: McCORD, James W., Jr., Emp. Ser. No. 058124 Fitness Report

1. This is an annual fitness report covering the period 1 April 1968 through 31 March 1969. During the first period of this report, Mr. McCord served as the Chief, Technical Division/ PTOS and continued to display a very high degree of professionalism in administering the Agency's world-wide program. Under his guidance, several new devices and techniques were developed which have helped the Agency and the intelligence community to maintain pace with the sophisticated advances by the opposition in the field 2. Mr. McCord initiated the necessary planning for the activation of the Interagency Training Center (ITC) which provides instruction to all members of the community in the latest of equipment and techniques. 3. On 14 October 1968, he was reassigned to the position of Chief, Physical Security Division. Although he had relatively little experience in this particular field, he has quickly assimilated the necessary details to manage this Agency effort. He has taken steps toward the development and use of the most advanced to protect the Agency. Under the supervision of Mr. McCord, the Agency Security Command Center operations have been expanded and improved. He has been assigned the responsibility to organize and direct the Security efforts relating to the protection of Agency assets in time of demonstrations. riots, and other civil disturbances. He coordinated the Agency

Security effort with the U. S. Secret Service in protection of the President of the United States during his recent visit to the CIA

- 4. Mr. McCord is considered to be economical in his use of equipment, manpower and funds.
- 5. Perhaps one of the stronger attributes this employee possesses is his ability to organize. In a relatively short time, he has deliberated the Physical Security Division's mission and already taken steps to restructure it within existing manpower limitations to more effectively react to its responsibilities.
- 6. He inspires his subordinates and has the respect of his superiors. There have been instances, however, when Mr. McCord has exhibited a certain intolerance with individuals who do not agree with his point of view, resulting in some friction in their working relations. There has been much improvement in this regard, and I do not feel it will present any problem in the future.
- 7. I anticipate this employee will continue to absorb know-ledge and experience in the physical security field at the rapid rate he has during his short tenure and am confident his efforts will result in a major contribution to the Office and Agency. I rate Mr. McCord a high "Strong."

D	tur'D:	 6	Secur	i+v /1	PTOS	3

Noted by Employee:

James W. McCord, Jr.

18 agril 1969

SUBJECT: McCORD, James W., Jr., Emp. Ser. No. 058124 Fitness Report - 1 April 1968 through 31 March 1969.

Reviewed By:

Howard J. Osborn Director of Squrity 2 I APR 1969

Date

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SECTION A	•	058124
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SECTION C	NARRATIVE COMMENTS	
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training which the i	rating period, the Technical Division has had operational seas area. I attribute this success to the careful planning an neumbent has accomplished and directed. Further, he has he degree of skill in planning for a new activity of considerable he will undertake during the coming fiscal year. I am highled the CERTIFICATION AND COMMENTS. (Continued)	
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2 6 APR 1968	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
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Fitness Report - McCORD, James W., Jr. - Emp. Ser. No. 058124 Reporting Period 1 April 1967 - 31 March 1968 Section C. (Continued)

pleased to have Mr. McCord serve in his current position and consider him capable of advancement into broader areas.



Deputy Director of Security (PTOS)

## SELRET .

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This travel is so c	extensive as to result in person	raver demanded from his subordinate at hardships.
During the	Fating period. Mr. McCord an	d two of his employees received
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ECTION D	CERTIFICATION AND COMM	ENTS
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McCORD, James W., Jr. - Serial #058124 Annual Fitness Report 15 January 1266 - 31 March 1967

SECTION C. (Continued)

I am highly pleased to have Mr. McCord serving in his current position and consider him capable of advancement into broader areas.

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FITNESS REPORT

James W. McCord, Jr.

SECTION D

CERTIFICATION AND COMMENTS

3. Comments of Reviewing Official

I concur thoroughly with \_\_\_\_\_\_\_ evaluation of Mr. McCord's vigor and enthusiasm, skill and judgment. I would add to this that he has demonstrated extraordinary ingenuity and leadership in supervising the development of several new and valuable techniques in the countermeasures field. However, I would rate him only "Proficient" in Specific Duty Number 6, for I believe that he has not been as effective as he might be in liaison and coordination with other components of the Intelligence Community represented on the Technical Committee. This is unfortunate, for it detracts from his outstanding performance in all other elements of his assigned responsibilities. He must work on improving these relationships and he has been counseled to this effect by his current supervisor.

Date

Official Title of Reviewing Official

31 March 1966

Director of Security

Typed Name and Signature

NUW

F1711777		EMPLOYEE SERIAL NUMBER
FITNESS REPORT		
FCTION A GE	NERAL	0 58124
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McCORD, James W., Jr.	M	GS-15 SS
Security Officer	7. OFFIDIVIBE OF ASSIGNMENT	S. CURRENT STATION
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CAREER RESERVE TEMPORARY	10. CHECK (%) TYPE OF REPORT	
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SECTION C	NARRATIVE COMMENTS TO PERSONAL
	ificant strengths of weaknesses demonstrated in current position keeping in proper perspective their relationship to mance. State suggestions made for improvement of work performance. Give recommendations for training. Commen aguage competence, if required for current position. Amplify or explain Ampragaying in Section B to provide best training future personnel action. Manner of performance of managerial diffure bisory dagger than the scribed, if
	Since 10 August 1964, Mr. McCord has been suited as a student at the Air War College, Maxwell Air Force Base, Montgomery, Alabama. He will complete his course there on 4 June 1965. Prior to 10 August 1964, Mr. McCord was in a travel status from his assignment as Chief, Security Branch, Frankfurt, Germany.
	In view of the above, no rating is made for this reporting period.
ECTION D	CERTIFICATION AND COMMENTS
	BY EMPLOYEE
ATE	I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

	CERTIFICATION AND COMMENTS	
1.	BY EMPLOYEE	,,
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
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17 March 1964

58124

MEMORANDUM FOR: Director of Personnel

SUBJECT

James W. McCord, Jr. DOB: 24 Jan 1924, Male, GS-15, SS German Station, Career, Annual Report (1 April 1963 - 31 March 1964)

James W. McCord, Jr. GS-15, has served as Chief, Security Branch, under my supervision for the subject period.

- His duties were as follow:
- a. Security policy advisor to COS and its senior Station and Base officers.
- b. Supervised nine professional and four clerical employees of the Security Branch and the Military Personnel
- c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.
- d. Reviewed security of German Station and recommended ways and means for strengthening and improving.
- e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.
- f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the COS; Chief, CSB; and Chief, Administrative Staff.
- 3. This individual is an outstanding security officer. He efficiently performs his broad responsibilities, effectively manages those he supervises and is cost conscious. On the last-mentioned item, he weighs both cost and security factor and has been flexible where he has felt security could be relaxed -- but recognizes that there are areas where cost is secondary. He continues to keep the proper personnel informed of his activities and he is one of the best security

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-2-

officers with whom I have had the pleasure to be associated. During this period he has been assigned responsibility for supervision of the Military Personnel Branch. This consolidation has given the Security Branch greater flexibility and has increased the utilization of available personnel. Subject has also instituted off-duty security training courses for those interested military personnel.

4. I would rate him from Strong to Outstanding on the duties in paragraph 2 above with an overall rating of Strong.



Rend:

/s/ James W. McCord, Jr.

Reviewer's Comments;
McCord

I agree that is a very strong security officer.

He tends to be conservative in his views and judgments. He maintains excellent morale in his Branch. In the never-ending conflict between economy and a desirable level of security, he usually leans toward the latter.

MANT

28 March 1963

MEMORANDUM FOR: Director of Personnel

SUBJECT

Pitness Report (June 1962 - March 1963)

## JAMLS W. MCCORD

- Branch, under my supervision for the subject period.
  - 2. His duties were as follows:
  - a. Security policy advisor to COS and its senior Station and Base officers.
  - b. Supervised nine professional and four clerical employees of the Security Branch.
  - c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security Branch.
  - d. Reviewed security of German Station and recommended ways and means for strengthening and improving.
  - e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.
  - f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the Chief, Administrative Staff.
- Chief, Administrative Staff.

  3. This has demonstrated time and again his ability to efficiently perform his broad responsibilities in a most efficient manner. His position is not an easy one. He is under the general supervision of the undersigned, while also working on activities directly for the COS and the DCS. He has been able to coordinate these activities in such a way as to earn the respect of all those with whom he deals. He has respected confidences, but also insured that the undersigned has been adequately briefed. He has acted for the undersigned in his absence and will continue to do

. I would rate .

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4. I would rate him from Strong to Outstanding on the individual functions, with an over-all rating of Strong. He is a good supervisor.

DANIEL M KElly 13/

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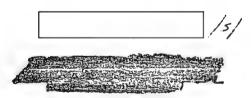


JAMES W. MCCORD /5/

(DATE)

#### REVIEWER'S COMMENTS:

I agree with the comments of the rating officer. Subject is an outstanding staff officer and capable of assuming broader responsibilities. He never complains of obstacles, but uniformly produces excellent results.





1 8 MAY 1962

SUBJECT:

James W. McCord. Jr.

Annual Fitness Report - 1 April 1961 to 31 March 1962

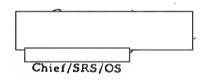
During this reporting period, Mr. McCord has continued to function as coordinator of a comprehensive highly sensitive series of investigations involving investigative representatives of all elements of the intelligence community. This assignment has been carried out by Mr. McCord with considerable initiative, skill and enthusiasm.

Mr. McCord, during this reporting period, served as Case Officer on a sensitive and very important personnel security case which due to his efforts was brought to a successful conclusion with favorable results to the Agency.

Mr. McCord has performed a liaison function with a vital element of a friendly service which has resulted in the maintenance of a cordial relationship of great value to the Office of Security and the Agency. This liaison has required Mr. McCord to perform several periods of temporary duty overseas during which he not only carried out his liaison function, but handled other special investigative assignments in a successful manner.

On various occasions during the reporting period in the absence of the Chief, Mr. McCord has functioned as Acting Chief of SRS and has performed his duties in an extremely competent manner.

It is felt that Mr. McCord's forthcoming assignment as Security Officer, German Station will give him additional varied experience of value in his career development.





Reviewed by: Seffent Sound Date: 18 May 61

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SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1960 - 31 March 1961

During the reporting period, Mr. McCord on various occasions has functioned as Acting Chief/SRS, during absences of the Chief and has discharged this function in a highly competent fashion.

Mr. McCord, since last report was rendered, has coordinated a comprehensive investigation of a highly sonsitive security matter involving investigative representatives from all members of the U.S. intelligence community. This assignment has required a high degree of tact, patience and investigative skill on the part of Mr. McCord.

In addition, during the reporting period, Mr. McCord has served as Case Officer on a counter-intelligence case of considerable importance to the security of the Agency and has displayed rare qualities of initiative, energy, and imagination in developing this case.

Mr. McCord is considered particularly well-adapted by virtue of his experience, training and personality for his present assignment.

'	Chief/SRS/OS	_

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SUBJECT: James F. McCord, Jr.
Annual Fitness Report - 1 April 1959 - 31 March 1960

During the reporting period, Mr. McCord functioned as Acting Chief of the Security Research Staff, Office of Security for a period of six months. He discharged this function in an extremely able fashion and handled a number of highly sensitive assignments with skill and finesse.

Mr. McCord has demonstrated on many occasions the ability to subordinate his personal interests to the necessity for performing his assigned tasks.

In the latter two months of the reporting period, Mr. McCord has been coordinating a very important investigation being conducted in the intelligence community of a leak of highly sensitive information which has caused serious damage to U. S. intelligence collection capabilities. He has displayed rare qualities of initiative, imagination and coordination in the course of this investigation.

Mr. McCord has demonstrated repeatedly his ability to perform sensitive assignments of the utmost importance during the reporting period.

Chief/SRS/OS

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project overseas we smoothly and the C directed by Mr. Mc	hick was of national interest I mission was accomplished. Cord with outstanding result	•
is continuing to is year. Mr. McCord	inagination and tenacity of prove himself. He special	nise complex problems into workable good supervisor, delegates responpurpose in meeting problems. He training is planued for the next is ready to assume greater responsity for a senior position in this
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April 1959 .	Chief, Security Research Staff/OS	

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13 April 1959 8 Director of Security

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		FITNESS REPORT (Part II) POTENTIAL
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FIRE TO MENT TO THE TO	IE SUPERVIN and person completed and completed	OR: This report is a privileged communication to your supervisor, and to appropriate carrer memage and officials concerning the potential of the explorer being tated. It is NOT to be shown to the lit is recommended that you read the entire report before completing any question. This report is not after the employee has been under your supervision DNA ATTERNY OF DAYS. If less than 90 days after the Oddays has elepsed. It has a the NATEM RIDINY on the employee, however, it MHST be wanted to the CO no tater then Addays after the due date indicated in item 8 of Section DY the low
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ITAHE.E.	TRAINING, ting your o the factur	this question. Has this person the shility to be a supervisor? [7] Yes [7] No. If your stellar your opinion or guess of the level of supervisors shility this person will reach AFTER Indicate your opinion by placing the number of the descriptive rating helm which comes closest spinion in the appropriate column. If your rating is based on ubserving his supervise, note your if column. If based on opinion of his potential, note the rating in the "potential" column.
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FITNESS REPOR	T (Part I) PERFORMANCE
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Franchel no-lyter-than 10 days after the date indi- 3ECTION A.	cated in item A, of Section A below.
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THE PERSON SECRET

Potential

SECRET OFFICE OF PERSONS SHE SHENON TO STREET 36 CONVENTS CONCERNING PUTENTIAL 3 42 84 Mr. McCord has a good educational background, well rounded personality, which Mr. Actord has a good educational ability and further experience should equip him for a senior position in this Agency.

MAIL ROOM SECTION H. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIOUS McCord should continue in his present assignment as Deputy Chief/SRS for at least two more years. McCord wishes to continue his study of Russian. 2. NOTE OTHER FACTORS, INCLUDING PERSONAL SPROWSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words Isterally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

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	nate evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate and to transmit strengths and weaknesses. It is also organization of the report can help you prepare for a discussion with-burn of its under conditions specified in Regulation 20-170. It is recovered that you real the entire form before employee except for some instance of the condition of the employee except for the e
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TO THE ALMINISTRATIVE OF PERS	INSTRUCT NONNEZ OPPICER: Consult curren		tions, regarding the initiatio
neeses, and on-the-job effect your supervision for less that is accurate and complete. Prout the period this individual ties by frequent discussions.	entire form before attempting of the individual, you have private as revealed by his day, in 10 day, you sell collaboration is any responsibility rests will have been under your supervised of his work, so that in a general	tu-day activities. If the partition in the current expension in the cur	liace to ask outs the report of the second o
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	2. CO YOU PEEL THAT HE REQUIRES CUCSE SUPERVISIONIA.	
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	E. SHAT TRAINING DO YOU RECOMMEND FOR THIS ENDIVIDUALT	
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٠.	C. CINER COMMENTS (Indicate hase	
- 1	report but which have a bearing on effective utilisa	is habits or characteristics not curred elevators in the
_		rion of this person):
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ŀ	SEC.	TION VI .
1	Read all descriptions before cating. Place " X"	in the mest exercercate box under subsertions 4.8.5.40
ı		The state of the s
-1	person nee perioreed the duties of his inh and sale	C. DiRECTIONS: Based upon shat he has said, his actions,
1	Alm accordingly.	and are direct indications, dive soul painton of this
1	- Contraction of the Contraction	person's attitude toward the agency,
1	1. DOES NOT PERFORM DUTTES ADEQUATELY, ME IS	1. 45 AN ANTAGONISTIC APPITUSE TOWARD THE AGENCY
i	INCOMPETENT.	. BILL DEFINITELY LEAVE THE AGENCY AT THE FIRST
1	8. BARELY ADEQUATE IN PERFORMANCE! ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE	I CANCELL'ALIA
1	OFFEN FAILS TO CARRY OUT RESPONSIBILITIES	2. MAS STRUNG REGATIVE ATTITUDE TOWARD AGENCY
.ł.	. Complify.	I TAKE OF RESTRICTIONS, BEGAR'S ACCIDED AT .
ı	3. PERFORMS MOST OF HES CUTTES ACCEPTABLY, OCCA-	TIMENERY STOP UNTIL HE CAN GET SCHETHING
I	210-44CEA MEAGUE 25-ME THEY US RETFERS	3. TENCS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
I	A. PERFORMS DUTIES IN A TYPECALLY COMPETENT.	THE AGENCY. BOTHERED BY WINGS PRUSTRATIONS.
1	EFFECTIVE WAYNER_	Pitt City is The se Continues
1	5. A FINE PERFORMANCE, CARRIES OUT WAND OF HIS	4- WIN ATTITUDE TOWARD THE ACCOUNT IS ADDITIONALLY
1	RESPONSIBILITIES EXCEPTIONALLY RELL.  B. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING	has " mait amp see" attitude, mouto teave in
ı	MANER THAT HE IS EQUALLED BY FER OTHER PER-	1 STATUME OFFERID HIM SOMETHING RETTER
I	JUNG RROWN TO THE WATER	9. TENZA TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY
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J	THER AREAT TO TER. IF YES, MATE	Distribution for AGENCY. THINKS IN TERMS OF A CA-
ı		( TO 4. SELENITELY HAS PAYORABLE STRITUDE TOWARD THE
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		TO TTO BILL PROBABLY ENGERSON TO MAKE A
		Coults in the BCEPCA.
	f	T. NAS AN SATHUSIASTIC ATTITUSE TOBARD THE AGENCY
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l	•	
78.	0/85:7/05	
-	and tene of considering others of this person's grade	D. Planting. Consider everything you know about this
	and type of assignment, how mould you rate him on palentiality for assumption of greater responsibility	
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à.	I I HAS BEACHED THE HEGHEST GRADE LEVEL AT BRICH	
,-		1. STRIBITELY UNSUITABLE . ME SHOULD BE SEPARATED.
i.		8. EP ON STRUK SULTABLESTY BOULD NOT HAVE AC.
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٠.,	3. IS 64 SOT TO TASE ON STRUNGS BILLTYSES OF THE SEAT HIGHER GRADE, BUT WAY NEED TRAINING IN	******** #: * #! ** #: * #! and #: * * * * * * * * * * * * * * * * * *
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SECURITY INFORMATION
PERSONNEL EVALUATION REPORT
Items I through 6 will be completed by Administrative of Personnel-Officer
McCCRD Parties 2. GRADE 3. POSITION TITLE
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Security Letter of Cole
From to the term of nepons
22 Aug 1953 21 tug 1951 Persaignens Special
Reassignment of successionment
7. LIST YOUR MAJOR CUTIES IN APPROXIMATE CROSER OF IMPORTANCE, BITH A BRIEF DESCRIPTION OF EACH. CHIT MINOR DU
To handle
To handle certain special assignments and conduct certain sensitive research for the Security Office, CIA. Research in many cases of each bind and the security of the securit
the Security Office, CIA. Research in many cases of the sensitive research for
the Security Office, CIA. Research in many cases of such high sensitivity that the conduct of same must be limited.
. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.
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22 July 19.4
James W. McParlo
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Detrie bearing that feeting the continue of department of the continue of the
Mr. McCord has preferred at
AB unusual nas performed the above duties in an
Mr. McCord has performed the above duties in an excellent manner. He has
an unusual ability to develop information thru both research and investigation authorities of this Agency.
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SICKET

### SECRET SECURITY INFORMATION

2 IN WHAT RESTEET 15 7	HIS PERSON'S PERFORM	MANCE ON PRESCHE				
In his "knack" fo	r developing in	dormation fi	rom research	and investi	gation, ar	d in
his utmost discre	tion in sensitiv	ve assignme	nts.		.ganon, an	id III
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S. ON WHAT ASSECT OF REA	A CHARGE-SHOUTSHIP	SPERSON CONCENT	RATE EFFORT FOR	ELF IMPROYEMENT	1 1 1	
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COMMENT ON THIS PERSO	I'S ABILITY. TO HANDL	LE GREATER RESPO	SIBILITIES NOW C	R IN THE FUTURE.		
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Yes, he has de	finite promise	of future in	creased resp	onsibilities.	_	
4,	· .		•		•	
ARE THERE STREE CUTTES	watca stres suit	THIS PERSON'S DU	ALLEICATIONS 10-			
possible.!			ALIFICATIONS: THE	commend appropr	late feassign:	ment, if
Not at this time	•			•		
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PHAT TRAIN: NG CR ROTAY	CA DO LON BECCHREAD	D FOR THIS PERSON	27			<del></del>
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SECRET SECURITY INFORMATION

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side of the Agency, which you consider pertinent to	t of your record, you will want to give to it as much ca from your Supervisor and the Reviewing Official, with es of instruction or assignments, either within or out- o your career development.
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INA DRITUGE :	li AC. 7 i tin	، درین می ماهان می	
REQUIRED ACTION .	2F#304 f0	DATE ASTIG	4-1-1
9. a. Obtain two copies of CIA Form 37-151.	TAPE ACTION	COMPLETED	
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I COLLECTORGINE SHARES, OF THE Comment	1		
c. Attach this action form and pamphlet "Yo Evaluation Report" to FER forms.	ur Officer	'	].
d. Deliver forms to immediate supervisor of		1	
person to be evaluated.		1	
10. a. Deliver forms to person to be evaluated.			
b. Offer advice and assistance.	Supervisor		
II. a. Complete Items 7 through 10.		İ	
b. Deliver forms to supervisor.	imrson to be		_
	Evaluated	12 day 51	June 9.
2. a. Complete Items 11 through 17.			
<ul><li>b. Attach warning memo, if required.</li><li>c. Deliver forms to reviewing official</li></ul>	Supervisor		
(supervisor next in line).			
3. a. Review the evaluation.			
b. Discuss complete evaluation and			
recommendations with supervises	Reviewing	1 ,	
<ul><li>c. Record additional comments on forms.</li><li>d. Sign forms in Item 19.</li></ul>	Official	1/30/5	
e. Deliver forms to supervisor.		1/30/55	Miller
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. o. Discuss all sapects of evaluation with			
person being evaluated. (Explein right of appeal, if warning memo is prepared.)			1
D. Sign forms in Item 19.	Supervisor		
c. Deliver forms to Evaluations Officer.			
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b. Retain the carton cory for any at annual	Evaluations		
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Section D-Continued - James Walter McCord, Jr.	
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involving numerous trips to Europe. This lisison activity with	4 <b>0</b> 9
representatives established a direct channel	
of communications resulting in a continuous exchange of leads a	
a flow of operational data over the years of benefit to the Agency	na 7•
During the period of his work with the Security Research	
btail, in which he served as Duputy Chief from May 1957. Nec.	
McCord was the Agency's case officer in a number of	
Francis 10/2 at 10/4 at 11/2	
From 1962 to 1964, Mr. McCord served overseas as Chi	e!
of the Regional Security Support Staff located at Frankfurt, Gern	any
with responsibility for the overall personnel and physical securit	y
Bases of the European area. This assignment was followed by	nd
attendance at the Air War College, August 1964 to June 1965.	
and the transfer was collage, building 1404 to Wile 1402.	
For the past five years, Mr. McCord has held two vital it	-
positions with world-wide responsibilities involving the Agency's	80
and physical security programs.	
As Chief of the Technical Division from 23 July 1965 to	
10 October 1968, Mr. McCord supervised a technical operation	
with considerable skill. Although not an engineer by training. he	
spanned a difficult gap between the administrative and technical	
demands of his responsibilities, guiding the development of neaful	
and esoteric equipment in the   field to a point where	
ine Agency became the recognised leader among Government dens	rt-
ments in this area of activity. This leadership is evidenced by the	3

Section D Continued - James Walter McCord, Jr.

the Executive Agency of the Technical Division for the Technical Division for the Technical Committee of the United States Intelligence Board. Much of h.r. McCord's ideas, talents, and imagination went into the creation of this training activity which commenced operations about the time of his reassignment to the Physical Security Division.

Mr. McCord participated with two subordinate employees

The responsibility for ensuring that appropriate protective methods for the safe use of this equipment was also associated with this development. The significance of this schievement was recognized by the Agency when Mr. McCord and his participating colleagues were awarded Certificates of Merit with Distinction in October 1966.

In his current position as Chief, Physical Security Division, Mr. McCord demonstrated his ability to quickly assimilate the necessary details of a field in which he had relatively little superience. He showed initiative in seeking out new ways and means

by tapping all possible technological resources, both in and out of Government, to produce for the Agency a posture in the physical security field which is the equal of, if not superior to, those of other elements of the United States Government. Illustrative of this offert is the expansion and improvement of the Agency's Security Command Center relating to the protection of Agency assets in time of demonstrations, riots and civil disturbances.

Throughout his Agency career, Mr. McCord has engaged his curious and inventive nind to search out even better ways to solve problems within his area of responsibility. As a result, his

Section D Continued - James Walter NcCord, Jr.

Agency career is a record of austained superior performance of duty of high value. The value of his exemplary performance over the years has often been recognized and commended by senior officials of the Agency. It is on this basis that Mr. McCord is nominated for the Certificate of Distinction upon the occasion of his retirement.

SECORT

Mr. James W. McCord, Jr. Certificate of Distinction

#### CITATION

Mr. James W. McCord, Jr. is hereby awarded the Contral Intelligence Agency's Certificate of Distinction.

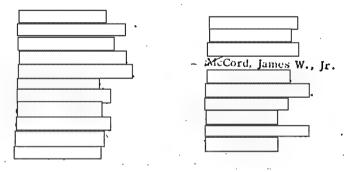
During his nineteen years of Agency service, both domestic and foreign, Mr. McCord displayed remarkable imagination, ingenuity and effectiveness in the performance of his assigned tasks. His sustained superior performance of duty of high value over the years leaves a marked contribution to the overall mission of the Office of Security and the Agency, particularly in the areas of physical and technical security.

MEMORANDUM FOR: Director of Security

SUBJECT

: Commendation

1. The Committee on the Security of Headquarters Building in a series of twelve meetings between May and August 1969 conducted a detailed study and analysis of each facet of security of the Headquarters Building. I know that considerable time and effort were given to preparation of the detailed briefings, supplemental studies and reports, contributions to the formal report and implementation of the recommended corrective measures. I am appreciative of the efforts and contribution made by your staff to this important piece of business. Although I am sure that many of your staff have worked on this project, my attention has been drawn particularly to these officers:



2. I would appreciate it if you would pass this commendation on to the individuals concerned. Copies of this commendation have been forwarded to the Office of Personnel for inclusion in the Official Personnel File of each of the above officers.

R. L. Bannerman Deputy Director for Support

CONFIDENTIAL



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9 001 1968

MEMORANDUM FOR: Director of Security

SUBJECT

: Notification of Approval of Quality Step Increase -James McCord

- 1. I am pleased to sond to you the attached official notification of the approval of a second Quality Step Increase to be awarded to this employee. The previous award was offective 28 August 1966.
- 2. May I again ask that you arrange an appropriate ceremony for the presentation of this Quality Step Increase which is in recognition of his continuing excellent performance.

Distribution:

Orig & 1 - Addressee

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4 October 1968

MEMORANDUM FOR: Director of Personnel

ATTENTION

Chief, Placement Division

SUBJECT

McCORD, James W., Jr. #058124

Quality Step Increase

The Deputy Director of Security for Physical, Technical, and Overseas Security has recommended, with the concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Secretary
Security Career Service Board

Attachment

you Director of Burnel

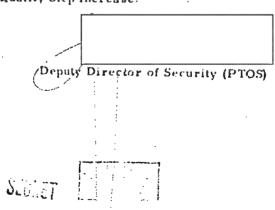
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MEMORANDUM FOR: Chairman, OS Career Board

SUBJECT

: Quality Step Increase for Mr. James W. McCord, Jr.

- 1. Mr. McCord has served as Chief of the Technical Division since 23 July 1965. Through his leadership and fine management of the Division, he and his engineers have developed several new and valuable techniques in the field. The cost of research and development in these techniques was at a minimum and saved the Government much time and money in increasing the state of the art in
- 2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization—a difficult task because of the extensive amount of world-wide travel dependency me his subordinates.
- 3. Through the efforts of Mr. McCord the establishment of an Interagency Training Center for is proceeding in an orderly basis, and the first courses offered to technical personnel in the intelligence community will begin this fall. The Technical Division, PTOS, serves as the Executive Agent for the operation of such school for the Community.
- 4. In view of Mr. McCord's sustained high level of performance of duties and the outstanding achievement in the research and development of new hardware and techniques in the audio countermeasures field, it is recommended that Mr. McCord be awarded a Quality Step Increase.



# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE -FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM.

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

TO COMPLETE	THIS FORM—
FOLLOW THESE GENERAL INSTRUCTIONS:  Read the back of the "Duplicate" carefully Fill in BOTH COPIES of the form. Type or use Do not detach any part.	before you fill in the form. ink.
FILL IN THE IDENTIFYING INFORMATION BELOW  NAME (1881) (first) 058/24  MCCCCD Jacobs W TV  EMPLOYING DEPARTMENT OR AGENCY	(please print or type):  DATE OF BIRTH (month, day, year)  SOCIAL SECURITY NUMBER  1 OCATION (City State 71P Code)
MARK AN "X" IN ONE OF THE BOXES BELOW (de	NOT mark more than one):
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### COMPIDENTIAL (When Filled in)

### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-, Employee Conduct, dated 29 August 1961, and the information brochure for PCS returnees, dated August 1964

Signature

Date

JANES W MC COLD

CONFICENTIAL (When Filled In)

#### CCNFIDENTIAL (When filled in)

#### TRAINING REPORT

MANAGERIAL GRID SEMINAR (50 hours) DATES: 23-28 April 1967

Student ; James W. McCord, Jr. Cffice : OS

Year of Birth: 1924 Service Designation SS

Grade : 15 No. of Students : 46

EOD Date : August 1951

#### COURSE OBJECTIVES AND METHOD

Course objectives are to aid participants to: learn the managerial theories contained in the Grid; understand their personal managerial styles in Grid terms; evaluate convictions about managerial values; develop team action skills; increase candidness of communication; strengthen the use of critique for problem-solving and learning; and acquire an appreciation of Organization Culture and Development.

The method of learning offers a challenge to all participants regardless of level or experience. A Grid Seminar is not "taught" in the usual sense. In Grid teams, participants solve complex management problems. Objective solutions are made available. Individual and team performance is repeatedly assessed. Various measuring instruments are used to evaluate effectiveness.

Critique sessions assist each participant to understand how he might change his own behavior to increase his problem-solving effectiveness. Thus managers are not told the best way to manage, but they learn by convincing themselves.

About twenty to thirty hours of study are completed as prework. Insights gained are deepened and personalized during the intensive 50-hour Seminar.

#### ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor State

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MEMORANDUM FOR:	Deputy Director of Security for Physical, fechnical & Overseas Security
ATTENTION :	Chief, Technical Security Division
SUBJECT :	Security Presentation - Support Course
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and attribute this success by the Office of Security sonal commendation to 1	opy of this memorandum will be placed in their
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	Howard J. Coborn (D)fector of Security
cc: Official Personnel E	Files

TREASURY DEPARTMENT UNITED STATES SECRET SERVICE

ONS 67-0042.

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

January 3, 1967

The Honorable
Richard Helms
Director, Central Intelligence
Agency
Washington, D. C.

Dear Dick:

I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

I would particularly like to commend to you Mr. Howard J. Osborn, Director, Office of Security, Mr. James McCord, Chief, Technical Security Division, and Mr. Regional Security Office, Far East, for their cooperation. Their dedication to duty and extensive knowledge and experience in technical support greatly contributed to the success of our mission.

Messrs. and of Mr. McCord's office and of office also contributed immeasurably to the success of the visit.

Please extend our sincere appreciation to your staff for a job well done.

Sincerely,

James J. Rouley

1st Endorsement

TO: Director of Security

It is always a pleasure to see commendations such as this in recognition of jobs well done.

I would like to add my congratulations and appreciation to you and all of the members of your staff for your fine efforts which contributed to the successful completion of the President's trip.

> R. L. Bannerman Deputy Director for Support

### CONFIDENTIAL

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TREASURY DEPARTMENT UNITED STATES SECRET SERVICE

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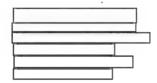
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# CONTIDENTIAL

- 2 -

On behalf of the Secret Service I would like to express our deep appreciation for the excellent and dedicated assistance furnished by your Agency over the past year in the technical security area.

Very truly yours,

James J. Rowley Director

DD/S 65-5075

27 SEP 1885

MEMORANDUM FOR: Director of Scourity

SUMPERT

: Commendation

1. The Director was pleased with the attached letter from Mr. Rowery in which he expressed deep appreciation for the excellent and dedicated assistance rendered to the U.S. Secret Service during the past year. The Director wishes to continue this cooperation and assistance.

2. I appreciate very much this kind of performance which reflects or by a wife Lie Agency and I compliment you and your staff for another job well to be.

To device round Deputy Director for Support

Aut Letter did 13 Sept 66 to DCI to Mr. Rowley, subj. Approchains

### SECRET

S 0 AUG 1966

MEMORANDUM FOR: Director of Security

SUBJECT

: Notification of Approval of Quality Step Increase ...

James McCord

- 1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.
- 2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

Emmett D. Echols
Director of Personnel

Distri	but	ion	:
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O & 1 - Addressee

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OP/DD/R&F/PD/ :ked (30 Aug 66)



# SECRET

1 9 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION

: Chief, Placement Division

SUBJECT

: McCORD, James W., Jr. #058124

Quality Step Increase

The Security Career Service Board has recommended, with the subsequent concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase which would change his salary from GS-15, step 5, at \$19,978 per annum to GS-15, step 6, at \$20,585 per annum. The original recommendation from \_\_\_\_\_\_\_supervisor is attached for your consideration.

Secretary
Security Career Service Board

Attachment

APPROVED
18 Ang 6

Mar S. Warring

2 8 JUN 1988

MEMORANDUM FOR: Director of Security

SUBJECT

Quality Step Increase - James W. McCord, Jr.

- 1. Mr. James W. McCord, Jr. joined the Central Intelligence Agency, Office of Security, in August 1961.
- 2. He has served successfully in various capacities in the Office of Security as an Investigator, Deputy Chief, Security Research Staff, Regional Security Officer, Germany, and upon his return from overseas, he attended the Air War College, where his overall performance was rated as outstanding.
- 3. For the past year, Mr. McCord has been serving as Chief, Technical Division.
- 4. Through Mr. McCord's imaginative planning, guidance, and direction, the Technical Division has developed numerous improvements in both instrumentation and techniques which have greatly enhanced the Agency's capability

targeted against the Agency both domestically and overseas. It is, therefore, recommended that he be granted a Quality Step Increase.

Deputy Director of Security (PTOS)

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MEMORANDUM FO	DR: Chief, Trans	eactions & Records Br	anch/OP
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SUBJECT:	Completion of	of External Training	16 Aug
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# AIR WAR COLLEGE Air University United States Air Force Maxwell Air Force Base, Alabama 36112

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8 June 1965

SUDERTE

Training Reports

Director of Personnel Central Intelligence Agency Washington, D. C.

Attached are Training Reports (AF Form 475) for Central Intelligence Agency representatives in the Air War College Claus of 1965. These reports are forwarded for your information and appropriate distribution.

FOR THE COMMANDANT

J. K. EROCK

Lt Colonel, USAF

Director of Administration

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2. TR, Mr. McCord

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# CONTINUED SERVICE AGREEMENT FOR EMPLOYEES ASSIGNED TO TRAINING THROUGH NON-CIA FACILITIES

1. In consideration of my being assigned by the Central Intelligence

,	(Course)
	Montgomory, Alabama
	(Name of Facility)
eg	inning August 1965 and ending June 1965
ag	gree to the following terms and conditions:
	a. That, after having completed the training under the progra described above, I will continue serving the Central Intelligence Ag (hereinafter the Agency) for a period of not less than 36 mont which period shall be deemed to commence the first workday after a pletion of the training covered by this agreement, unless I am involtarily separated from the Agency;
	b. That, if I voluntarily leave the Agency before completion of the agreed period of service and do not immediately, as determined the Agency, enter the service of another Federal agency, I will rein burse the Agency for any additional expenses incurred by it in connection with my training, which expenses are defined to include (1) travand per diem in lieu of subsistence. (2) transportation of immediate family, household goods and personal effects, packing, crating, ten porary storage, drayage, and unpacking, (3) tuition and matriculatives, (4) library and laboratory services, (5) purchase or rental of books, materials and supplies, (6) the cost of other services or facilities directly related to the training, but excluding salary, pay, or copensation received.
	c. That, before voluntarily leaving the Agency to enter the service of another Federal agency during the agreed period of service, will give the Agency at least ten working days' written notice, during which period it shall have the opportunity to determine whether I am to reimburse it for any additional expenses incurred; that should I for the give such ten-day notice, or if the Agency notifies me that reimbursement is required, I will, upon demand, promptly reimburse the Agency for the additional expenses determined to be due.
	d. That if I do not make prompt voluntary payment for the amo of additional expenses determined to be due under paragraphs b or c
	(Ho¢ord)

this agreement, the Agency may recover such amounts from me or my estate by (1) set-off of accrued salary, pay, compensation, amount of retirement credit, or other amount due me from the Government, and by (2) such other methods as may be provided by law for the recovery of amounts due the Government.

e. That the assignment to training under this agreement does not commit the Government to continue my employment and, further, that I may be released in whole or in part from the terms of this agreement only by action of the Director of Central Intelligence.

(Signature)
(June W. Wiler)
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(Type Name)

13 July 1964
(Date)

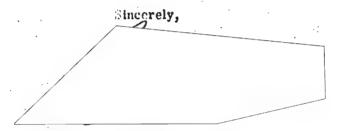
9 May 1964

Dear Jin:

Europe will terminate in late 'ay when I leave Europe to undertake new duties in Washington, D. C. 'ly association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively, served as the catalyst which welded together the activities of the many staff and operational agencies which share an interest in our national security, has been a source of continuing inspiration to me. Your efforts have enjoyed my unqualified personal support and have merited the admiration of those members of my staff who have been privileged to associate with you.

You have dramatically demonstrated a capacity for bringing together key personnel of agencies who seek, in the accomplishment of their individual missions, the realization of a common goal, in a manner calculated to preserve the individual integrity of each agency while exploiting those benefits of cohesiveness so essential to manimum effectiveness. I indful that the application of a prescribed technique without adding the complementing ingredient of your confidence inspiring and personality personality would not have achieved the same measure of success, I unlesitatingly ascribe our abundant joint accomplishments to your generous personal contribution.

Ty future relationships with your associates will always reflect a y admiration for the manner in which you have contributed to the attainment of our national aims and the manner in which your personal efforts have precipitated a more signifficant contribution from the other agencies with which yours has been associated.



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		5 June 1964
SUBJECT:	Letter of Appreciation	v
TO:	Mr. James W. McCord	
I wish to ta of the this organi	Upon your impending departure from oversea the this opportunity to express sincere apprecia for your splendid conzation.	tion on behau
monthly ba	The conference held by security officers in the sis, which was established largely due to your nexcellent opportunity for closer coordination, and integrated operations; and has resulted in security missions of the United States agencies	efforts, has exchange of n benefits to
approach to	Your professional competence, coupled with you problem areas, has benefited all of those who to work with you. I feel certain you will rende your new assignment, and I wish you every successions.	have had the er distinguished
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AND ASSESSED ASSESSED.

Willen.

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·		*	. 8.	June 1964
SUBJECT: Letter of Appreciation	n			
SUBJECT: Detter of Appreciation	•			
TO: Mr. James W. McCord,	Jr.			
	<u>.</u> :			•
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that through your initiative and in size until all security and area were represented, thus comesphere of cooperation. This, I to the overall security mission	ty Of: i tendintel: enting em ev	ficers' Co acity this ligence un g their co are, has c nis commun	organizati its in the moined effo ontributed ity.	orts into one
3. I also wish to specific you presented to members of my omany favorable comments received sentation, to the effect that the of knowledge on your part and the professional manner.	commander of the command of the comm	nd   n personne cture indi t was pres	l hearing to cated a ver ented in a	hat pro- y broad range truly
4. The fine cooperation you Division has been of the greater voiced their appreciation and so with you. I wish you the best of	st ass	sistance t action con	cerning the	ir association
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FOR-OFFICIAL-USE ONLY

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HILASSIGNED TO ANOTHER FIELD SPECIAL STATION, BASED ON QUALIFICATIONS
197. CHOICE 92. 592178 380. CHOICE
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four; ages, 36, 11, 9, and 7
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ASSIGNMENT AND THE STAFFING REQUIREMENTS OF THE STAFF OR INDICATE YOUR RECOMMENDATION FOR HIS NEW ASSIGNMENT AND TRAINING:
Subject has rendered outstanding performance while assigned
to the German Station. His preference to return for an additional
two years after home leave is accepted with great pleasure.
Full consideration should also be given in the future for
his request to attend the National War College.
his request to attend the Martonar war correspon
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14. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET TO INDICATE COMPLETION OF THIS PORTION OF THE FORM
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summer of 1964 to attend the Att War College.
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# CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

# SECURITY OFFICE SPECIAL TRAINING COURSE

Security Officer Field Course #12

during the period 14 May

to 25 May 1962

POR THE DIRECTOR OF SECURITY CIA

WASHINGTON, D.C.

# CERTIFICATE

This is to certify that James W. McCord

has attended and successfully completed the

## SECURITY OFFICE

### SPECIAL TRAINING COURSE

Physical Security Training Course #8

during the period 23 April to 11 May 1962

FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON! D.C.

TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- 1. In accordance with the policy of the Central Intelligence

  Agency, I agree to serve outside the continental United States a minimum tour of Two Years from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.
- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITHESS:	James Walter McCord, Jr. (Employee)
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### S-E-C-R-E-T

#### TRAINING REPORT

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FOR THE DIRECTOR OF TRAINING:

18 May 1962

Date

## CONFIDENTIAL Patron Falled Inc.

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Reference is made to the attached mention the summary excerpted from the report of t	morandum dated 1 November 1958, which is
Upon receipt of information,	
	Kr. McCord
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At Wiesbaden, acting upon polic guid	
	prepared news releases and made
plans for the handling of the press;	
and arranged medical examination	s, all with the view toward avoiding publicity
or incidents	
M	r. HcCord
	He ore-
pared cables and dispatches	es well as the over-all report
He also assisted in the plane	
all of which entailed around-the-clock work	<b>%</b>
Upon return to Washington, Mr. McCord	
covering all aspects of	
activities, as well as	
matters. Final roports were prepared and h	tr. McCord participated in briefings of
various	officials.
The ingenuity, foresight, planning and	guidance exercised by Mr. McCord from the time
the team first left	
<u> </u>	resulted in rapid and thorough inter-
view assessment	and determination
of appropriate action needed	His performance
in that instance was of the highest degree	and did much credit. In the
highly professional manner in which it was	performed.
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1 November 1958

SUBJECT: American C-118 Aircraft Downed in Soviet Azerbaijan 27 June 1958 by Soviet MIG-17's

On 27 June 1958, a C-118 cargo plane, assigned to the U. S. Air Force in Wiesbaden, was fired on and forced down near Gendarkh, Soviet Azerbaijan. The plane was carrying nine U. S. airmen,

assigned to Wiesbaden, Germany. The nine men ing cargo

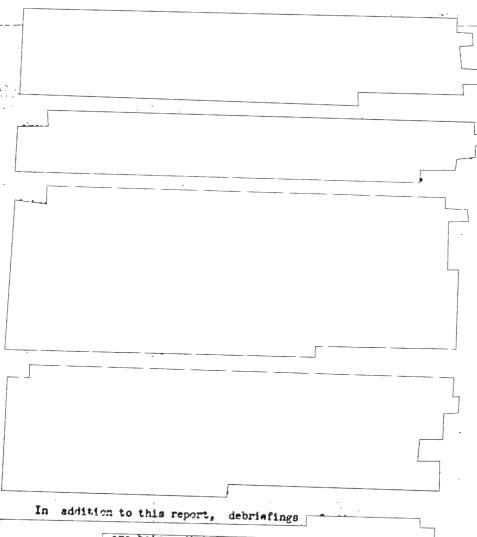
had the plane remained on course.

The plane, while en route to Teheran from Nicosia and as a result of bad weather and navigation error, went off its plotted course and crossed into Soviet Armenia. There it was intercepted and fired on by three HIG-17's and caught fire in the left wing. Five of the crew bailed out and the other four rode the aircraft down to a safe landing on a small airstrip at Gendarkh in Soviet Azerbaijan. The crew members who had remained on the plane to its landing got out safely and the plane was burning fiercely when the crew last saw it. The part of the crew that parachuted was surrounded by Soviet peasants, some of whom beat and struck at the crew members. One of the men was taken by the mob to a telephone pole and narrowly escaped hanging before being rescued by the Soviet military.

the remainder of the crew were turned over to the Soviet military, and after an overnight stay in a Soviet military garrison near Stepanakert were taken to a city believed to be Yevlakh, and then flown to Baku, Russia. There they underwent interrogation by Soviet intelligence officers, at least one of whom had served in the United States, as a Soviet Purchasing Commission employee 1943-45, and later in Canada in 1949-55 as First Secretary of the Soviet Embassy. This RIS officer, Vladimir Bourdine, later served in 1955 as a personal interpreter for Murushchev in a meeting with Prime Minister Nehru of India. Bourdine interrogated at considerable length during the period 30 June - 3 July 1958, while the crew was imprisoned in the MVD Headquarters building in Baku. Following their individual interrogations, the crew mambers were required to appear separately before a Cormission of Soviet officials at the Baku MVD Readquarters who questioned them about the border violation by the C-118 aircraft, and requested them to sign statements attesting that they had been well-treated and received adequate medical care by the

Soviets. The inquiry by the Commission was perfunctory and did not involve an interrogation in the intelligence sense. The crow was then transported to Astara on the Soviet-Iranian border on 7 July 1958 and turned over to the American Air Attache.

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date or place of release was indicated, cables were sent
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Attaches of the possibility of impending release. At
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were distratched to Wiesbaden in anticipation of the
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sent during these press interviews, under appropriate arrangements to furnish guidance to personnel.
to furnish guidance to personnel.
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Following the initial debriefing, the entire crew was flown to
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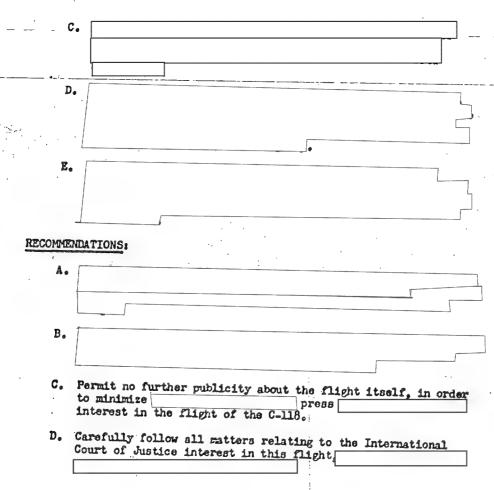
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CONTINUATION OF PART HI-LANGUAGE ELEMENTS
SECTION C. Speaking (43)
1. I SPERS PROPERTY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS! I CONVERSE PRIBLY AND IDIGNATISALLY IN ALL FIFTON BITH BRICH I AM PAVILLAR.
2. 4 SPIAN RECEIPTION AND ACCUMABLES IN NEAULY ACCUMACTICAL AND SOCIAC SITUATIONS
3. I GET ALONG WILL IN STRUCTIONS OF GALLY LIFE AND TRAVEL AND CAN CONDUCT BOUTINF DISTINESS IN PARTICULAR FIEL
4. I WARAGE TO GET ALONG IN THE WOST COMMON STITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.
SECTION E. Understanding (44)
1. I UNDINSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE TO FACE AND ON THE TELEPHONE! I UNDERSTAN
I UNDINSTAND NON-TECHNICAL CONSENSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONES I PROBESTAND MUSICAL ANAL L'HEAR ON THE RACID AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOHES AND
3. PHONEL I UNDERSTAND MUCH OF SHAT'S HERR ON THE RADIG, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND SOME OF SHAT I HEAR ON THE RADID AND AT THE MOVIES, PLAYS, AND LECTURES.
E. I AU NOT ABLE TO UNDERSTAND THE SPEARN LANGUAGE.
BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.
PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)
1. I HAVE MAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPENIENCE AS AN INTERPRETER.
3. 97'H 21 THE ABOVE STATEMENTS APPLY,
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Mashington 25, D.C.

### CERTIFICATE

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### CENTRAL INTELLIGENCE AGENCY

WASHINGTON 28, D. C.

### OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James W. McCord, Jr.

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 22 August 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds

Chairman, CIA Selection Board

Noted:

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JAMES W. HCCORD, JR.

27 August 1951

1h September 1951

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CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951

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SEC. II. WORK EXPERIENCE

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— Use a continuation sheet, if necessary, to adequately describe your duties.

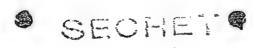
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SEC. II. WORK EXPERIENCE (CONT'D.)

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SEC. VIII. PUBLICATIONS			
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SEC. IX. INVENTIONS			
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EC. XIII. WORK ASSIGNMENT	· .		
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if yes, complete the follow	ıııg.	**	
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SEC. XV. TRAINING			
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SEC. XVI, REMARKS			
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FORM BO. 37-79 MAY 1980 37-79

# GENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

Date \_\_ 22\_August\_1951

Doar Mr. McCord:

1. This is to notify you that the United States Government as represented by the Control Intelligence Agency, has accepted your employment effective.

Position: GS-11

Base Salary: \$5400 per annum

- 2. You will be:
- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be sutablished in lieu thereof:
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six menths from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.
- 4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign factors of appointment

I accept the above agreement as a condition of my employment by CIA.

Employee Date Mi Carl Jr. 22 august 185

Form No. 51-105 June 1948

#### APPOINTMENT AFFIDAVITS

IMPORTANT.—Before awearing to these appointment affidavits, you should read and understand the

	(During or division)	(Powe of employment)
Jones Walter McCord, Jr.		
	· · · · · · · · · · · · · · · · · · ·	describe swear (or affirm) that-
A. OATH OF OFFICE		
I will support and defend the Con lomestic; that I will bear true faith without any mental reservation or pu- luties of the office on which I am about	and allegiance to the sam roote of evasion; that I will	e; that I take this obligation free
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#### QUALIFICATIONS UPDATE

#### READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444j, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

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#### PERSONAL HISTORY STATEMENT

- Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
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	C. IF YOU ARE WILLING TO TRAVEL SPECIFY: OCCASIONALLY
	FREQUENTLY, CONSTANTLY
	B. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON D.C
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	INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS NORTH WIND STORY OF CHILF.
Sec. 15	6. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)
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E. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OF PROFESSION, BUCH AS PHOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC. No literayo in aboyo IF YES, INDICATE KIND OF LICENSE AND STATE FIRST LIC. OR CERTIFICATE (YR) ..... LATEST LIC. OR CERTIFICATE (YR) ...... F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS: (1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED) (2) YOUR PATENTS OR INVENTIONS (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE (4) RONORS AND FELLOWSHIPS RECEIVED G. HAVE YOU A PHYSICAL HANDICAP, DIREAGE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK t - IF ANSWER IS "YES," EXPLAIN: . Lio H. DO YOU RECEIVE AN ANKUITY FROM THE UBITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY BETHEMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:, The same of the sa

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	IF "YES," EXPLAIN:	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		*******************	**************
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	C. HAVE YOU EVER BEEN A LAW OTHER THAN A MIN STATE, COUNTRY, NATUR	ARRESTED, INDI OR TRAFFIC VIO	CTED OR CONVICTE	D FOR ANY V	IOLATION OF
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	D. HAVE YOU EVER BEEN CO IF ANSWER IS "YES," GIVE	OURT-MARTIALE	D WHILE A MEMBE		
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	E. LIST BELOW THE NAMES WHICH YOU HAVE APPLIES	OF GOVERNME	INT DEPARTMENTS,	AGENCIES OR	
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	F. 1F. TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE RELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:
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Sec.	26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:
	NAME Supple Buth Reford Relationship 1990
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	ADDRESS Alamodo C.7460-214 Unit
Sec.	HEREIN WILL BE INVESTIGATED.
	ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."
	no.
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	Because the second seco
Sec. 2	28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.
	SIGNED AT Alexade, C. 15 Cornia DATE Nov. 16, 1991
	January King Billion of Application
BER O.	THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUM- F THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF DDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE

SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.





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That 5/30 to 5/00 Figh San of Student, see Sec. 13 1000 Min

5.0. 22 3 DYMS S 192 . 57 15 Yours (cont.)

Prom 3/30 to 11/3 831 Caracolandto Ave, M. D., Cashir ton, D. C. Phon 9/37 to 7/42 800 Cast Ida No., Llectra Jenns Thun 9/30 to 9/39 not recolled Relativistic, Jenns

## CONFIDENTIAL

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то	: Chief, 63	
	Director of Security	
	Director of Personnel	
FROM	: Chief, Security Staff	•
SUBJECT	: Notification of Clearance -	
	Subject employee has been granted a cons of CIA Regulation 90-500. Clearance is effect	
briefed and has	Subject has been informed of the granting of clear concerning and related signed a Briefing Statement acknowledging responsition of information.	security matters,
perform Staff (2	When Subject employee no longer requires the clear his assigned duties, it is requested that the [2411 "I" Bldg., Ext. 3021) be notified by 5245 clearance may be revoked.	Security
FOR	THE CHIEF,	
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## SECURITY APPROVAL

Date: 14 August 1951

Your reference:

Case Humber: 52049

TO : Chief, Employees Division

Special Support Staff

FROM : ShistyngerritynRicheter

Chief, Special Security Division

SUBJECT: McCORD, James Walter, Jr.

3	35-4-	11 9/11	below:
1.0	NOTE	4	Deloas

- Security approval is granted subject for access to classified information.
- Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.
- 2. Unless the applicant enters upon duty within 60 days from above date, this approval becomes invalid.
- 3. Subject is an applicant for a position in I & S.

1/1/

Di July or

EXHIBITE EDDDEX

FORM NO. 38-101

af affer of Security